

WPC 2021-2023 Contract – Summary List of TA’d proposals

Article & Section	Topic/Section
Art 1, § 4	Bargaining Unit -- <i>Updates the categories/classifications/positions and renames “Equipment Operator” to “Collection Systems/Equipment Operator”</i>
Art 1, § 6	Visits by (non-employee) Union Representative -- <i>Simply clarifies title of section</i>
Art 1, § 9	On Duty Business -- <i>Reduces advance request time for union business from 72 to 24 hours</i>
Art 2	Definitions—Overtime Work and Pay Status -- <i>Adds clear language to reiterate current provisions that do not count sick leave and comp time as hours worked for purposes of calculating overtime</i>
Art 4, § 4	Steward System -- <i>Changes allow additional time for Union stewards to investigate grievances</i>
Art 4, § 5	Procedure (Grievance) -- <i>Allows employee more time after informal discussions (step 1) before filing formal grievance in step 2; changes mgmt. position in step 2 from Division Head to Section Manager</i>
Art 6, § 2	Work Schedule -- <i>Notice requirement for permanent schedule changes was 5 calendar days—revised to 10 business days</i>
Art 6, § 3	Flex Time -- <i>Notice requirement for flex time or short term schedule changes was 10 business days—revised to 5 business days</i>
Art 6, § 8	Call Back Pay -- <i>Provision referred to by two names: Call Back Pay and Show-up Time; to eliminate confusion, “show-up time” terminology was removed</i>
Art 6 § 10	Shift Differential -- <i>Increases shift differential from 70 cents to \$1.00 and changed shift differential start time from 7 pm to 4 pm</i>
Art 7, § 2	Distribution of OT work -- <i>Changes “after hours” overtime references to “unscheduled” overtime for clarification (all OT is after hours--the distinction is scheduled and unscheduled)</i>
Art 7, § 3	Employee’s Obligation to Accept OT work -- <i>Changes the contractual language to match current practice which utilizes a “forced list” instead of reverse seniority</i>
Art 17, § 1 and § 3	Wages / Performance Assessment Adjustments/Steps -- <i>Provides for steps in each year of contract; no matrix increase in 2021, 1% matrix increase in 2022, along with an additional 2% increase for Grade 11; reopener for 2023; \$250 bonus for employees in top step of pay grade</i>
Art 17, § 6	Wage Schedules (matrices and pay grade chart) – <i>reclassifies pay grades for 3 classifications</i>
Art 18, § 4	Protective Devices and Clothing -- <i>Increases boot allowance by \$10 to \$185 and allows employee to request reimbursement for insoles or inserts within the \$185 allowance</i>
Art 18, § 7	Job Evaluations -- <i>Adds provision to ensure employee’s position description is updated and provided to employee annually</i>
Art 18, § 13	Certification -- <i>Adds clarifying language to ensure employee is reimbursed for full costs of required CDL licenses, not just the cost of endorsements</i>
Art 18, new § 24	Bilingual Pay -- <i>Adds provision for \$250 annual add pay for bilingual employees</i>
Art 20	Termination and Amendments -- <i>3 year contract term and elimination of superfluous language</i>